195 43-46 **File No.** 3486/36

A CLASS

P.W. **DEPARTMENT**
Estab. **BRANCH**

Subject:— Estabt.
Work-Charged
Conversation of — into
permt and Temp.

A[K]-1946

III

File No. 3486/36. Estabt. Br.

Fld. Secrt. Dlp. 94 A

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. 3486/36-

P. W DEPT.

Estab. BRANCH.

References :—

Date.	To whom sent.	Notes and instructions.

It was proposed to issue orders on this case as at page 27 ante. The case is resubmitted as verbally instructed by the Secy. and the El.Engr., to Govt.'s letter dated the 8-4-44 is put in this file for facility of disposal.

2. The office note at p.23 ante states the position about the work-charged men in the El.Circle to be appointed to the permanent posts. Most of the men were on daily work-charged estabt. in 1939 by the El.Engr. to Govt. in consultation with the A.G. The El.Engr. then pointed out to the A.G. that the men were required continuously for maintenance and repairs to electric installations and also to carry out minor original works in Govt. bldgs. The majority of the men had been working continuously for 15 years and more. As the men were required to do work in various Govt. bmldgs. in the province, their pay could not be charged to specific works or sub-works., Hence they were kept on muster roll and not appointed on the work-charged estabt. The El.Engr. informed the A.G. that on the men being brought on to the work-charged estabt, their ~~xxxx~~ pay would be allocated to the various works on which they were engaged according to the time they spent on each work. The A.G. agreed to the proposal and the men were brought on to the work-charged estabt.

3. It will thus be seen that the men should have been put on the work-charged estant. form the very beginning, as their services were continuously required from year to year. It seems therefore that no distinction should be made between their muster roll service and wprk-charged service and as verbally instructed by the Secy., the orders proposed at p.27 ante should not apply in their case. The following may accordingly be added as para. 2 to the draft Resmo. at p.27 ante:-

The above orders should not be applied, as a special case, to the work-charged subordinates in the El. Cricle.....

:ricle appointed to the permanent posts in accordance with G.R.No. 3486/36, dated the 19-11-43. In their case, service on daily wages on muster roll should be treated as work-charged service for the purpose of the G.R.

I agree
Id/-
26/5/44

4. In G.R.No.3486/36, dated the 19-11-43, the following work-charged posts in the El.Fricle have been made permanent:-

Designation of posts	No.of posts	Sanctioned pay scale. Rs.
Elecricians Electrical Mechanics.	8	65-5/2-100
Electro-platers.	1	30-3/2-60
Head Wiremen.	29	35-3/2-65 plus rent-free quarters.
Lorry drivers.	2	40-5/2-80
	40	

5. According to para. 3 of the G.R. quoted above the pay of the work-charged men on apptt. to the t. posts is to be reduced by 16%. In the case of those whose pay scales stop at Rs.100 or less and whose pays have already been subjected to a 10% reduction a cut of 6⅔% only is to be applied on promotion is to be the pt. estabt.

The El.Engr. to Govt. states that percentage cuts ranging from 4 to 23 were effected in the wages of the men in 1932-33 with a view to reducing expenditure from the repair grant at his disposal. He has therefore strongly recommeded the application of various percentage cuts in the pay of the men on apptt. to the pt. posts as shown in col.6 at p. ante. No cut in pay is proposed by him in the case of the men whose pay was subjected in 1932-33 to a cut of 16% or more. In the case of the remaining men, the cut proposed is equal to the difference between the 16% cut and the percentage cut made in 1932-33. For example, if a men's pay had been reduced by 9% in 1932-33 a cut of 7% is now proposed to make up a total cut of 16%.

It is for consideration whether the strong reco

I favour it.

Id/- 26-5

...centage cuts may be accepted in consultation ...h the F.D. as a spl. case.

6. Col.8 of the statement at p. 29 ante show the rates of pay proposed to be given by the El.Engr. to Govt. to the men on apptt. to the pt. posts after effecting the percentage cuts suggested by him. These rates (inclusive of the personal pay) exceed in several cases the maxims of the sanctioned scales. It is for consideration whether the pay of the men may be limited is for consid ration whether the pay of the men may be to the maxima of the sanctioned scales, or whether as this will involve a heavy cut in their pay the men may be allowed to draw personal pay equal to the excess over the maxima of the scales as a spl. case in consultation with the F.D.

I think so.

Id/- 26-5

7. The presumption made by the El.Engr. to Govt. that the pay-scales sanctioned for the estabt. in question are mofussul scales and that the men serving in Bombay and Salsette Island are eligible for comp.local allowan in addn. to pay is correct. The present pay of the men serving in Bombay and Salsette Island is a consolidated rate including the element of comp.local allowance. After making a percentate cut in pay on apptt. to the pt.posts, it will have to split up into pay proper and comp. local allowance as admissible under the rules. If this is done, the pay will not exceed the maxima of the sanctioned scale in some of the cases mentione. in para. 6 above. The El.Engr. to Govt. will be informed accordingly.

Yes

Id/- 26-5

8. Head wiremen are eligible for rent-free qrs. The El.Engr. to Govt. requests that the rates of hou rent allowance to be paid to the men at various plac the province where Govt. and the Ex.Engr., El.Dn. ma be authorised to sanction the allowance accordingly. It is for consideration whe her the El.Engr. to Govt may be asked to suggest suitable rates of houra rent

Qurrters are not available for them may be prescribed by Govt.

llowance ~~xx xx~~ paid after taking into consideration the localconditions in each place where Got. quarters are not available for the men, or whether the house rent allowance may be sanctioned at 10% of the pay of the men or the actual rent paid by them, which ever is less.

favour 10%
Id/- 25-5

The papers may be referred to the F.D.

Id/- 25-5-44

Margin

Id/- 26-5-44

F.D.

u.o. to F.D., dated 26-5-44

Fin.Deptt.B.Br.)

The P.W.D. may be requested to favour this Deptt. with the proceedings underlying G.R.P.W.D. No.23486/36, dt. 19-11-43.

Id/- 8-6-44

u.o.r. to 8-6-44 to the P.W.D.

dated 8.6.44 with f p

E.B.II 3486/36

P.W.D.

The papers requested by the F.D. (vide files 3260/36 III & IV) are put up below. The case may be referred to the F.D.

Id/- 26-6-44 Id/- 28-6-44

u.o. to F.D. dated 29-6-44

Finance Department. (B.Br.

The P.W.D. has made the following proposals.

1. That no distrhotion should be made between the Muster roll service and work-charged service of the work-charged men in the Electrical Cricle and the followwing may be added as para. 2 of the draft Resolution at page 27 ante.

"The above orders should not be applied as a special case to the work charged subordinates in the El.Cricle appointed to the permanent posts in accordance with G.R.No.3486/36 dated 19-11-43. In their case, service on daily wages or Muster roll should be treated as work-charged service for the purpose of the G.R."

2. The percentage cuts in the pay of the men on appointment to the permanent posts as shown in col. 6 at page 29 ante to the approved.

3. Col.8 of the statement at page 29 ante shows the rates of pay proposed to be given by the El.Engr. to the men on appointment to the permanent estabt. after effecting the percentage cuts suggested by him. These rates (inclusive of personal pay) exceed in several cases the maxima of the sanctioned scales. It is proposed that the men may be allowed to draw personal pay equal to the excess over the maxima of the scales as a special case.

(2) As regards (1) please see the P.W.D. notes at pages 19-24: it was there pointed out that if the muster roll service is treated as work charged service for.....

the pruposes of G.R. the persons concerned would be entitled to all the benefits sanctioned for the work charged persons under the G.R. It was then held that such a concession may create an awkward precedent and other "claims" may crop up. IT is however now stated that the case of the Electrical Cricle is quite special in as much as he estabt. which would have been ordinarily work charged were actually treated as on muster roll. It is however by no means clear that such cases do not exist in the case of other cirdles also. As pointed out by the P.W.D. itself the grant of a concession beyond what is already sanctioned after full and careful consideration in G.R.P.W.D.No.3486/36 dated 19-11-43 would open the doors to other respects. It seems therefore that the view taken in the Dy.Secy. P.W.D.'s note dated 16-4444 and then approved by the Secy.P.W.D. is the correct view and should be generally adhered to. This will however mean that so far as the Electrical Cricle is concerned only 10 posts can be filled. This Deptt. may however agree that the remaining 30 posts may be filled with persons of less than five years's service provided they are started in the same way as fresh recruits and started on the minimum of the scales. The P.W.D. may be requested to consider the case in light of these remarks.

The whole time daily rated staff is at eligible to draw dearness allowance ily rates of pay don not already allow er cost of living arising from war If and when any class of this borne on the regular establishment, ligible to draw d.a. at the prescribed flat.....

flat rates under the rules. I will similarly draw c.a., if admissible, under the rules in Appendix XVII of B.C.S.Rs. Vol.II. In view of the postion stated in para. 8 of the P.W.D. note dated the 25-4-44 that Deptt. proposal of h.r.a. at 10% of pay or actual rent which ever is le s may be agreed to subject to remarks in para. 1 above.

S.N.

Id/- 21-7-44 Id/- 26/7/44

The position is that of the 40 posts proposed to be made permanent in the El.Cricle, only 10 can be filled by the appointment of persons with 5 or more years' work-charged service. Thus the only thing necessary is to permit relaxation of the provisions of para 9 of the G.R. at pp 1-2 ante, so that the other 30 men with less than 5 years service can be appointed to the pb.posts. It is not necessary that their service on daily wages or Muster roll be considered as work-charged. (This will introduce further complications about persionable service).

2. As a special case the cuts in pay ranging from 4 to 23 percent made in 1932-33 may be allowed to be taken into account in fixing the pay of these men in the time-scales of the pt.posts, but the pays so fixed should where more than the maximum of the scale, be restricted to the maximum, since in para 3 of the G.R. does not contemplate that a pay highe than the maximum be given in any case.

i.e. after also following the course suggested X on p.34

3. If the view in para 1 above is accepted, para (c) of the draft G.R. on p.27 ante will be unnecessary. If there are cases of subordinates with less than five years service, then under para 2 of the original G.R. (p.1) they will be referred to Govt. for orders and can be dealt with, like this case, on merits.

Jt.Secy.

S.N.
4-8

Id/- 5-8

3486/36 P.W.D.

E.B.II

In connection with the bulk of tempy. and works charged estabts. made perment last year, the following orders were issued.:-

"Subordinates for appointment to the permanent posts should be selected according to the length of their total service unless they are considered by the appointing authority (for reasons to be recorded in writing) to be enefficient or unfit for being brought on to the pt. ~~xx xx xxxxxxxxxx xx xx~~ estabt. No subordinate with the less than 5 years' total service should be appointed to these permanent posts without specific approcal of Govt.

2. The following proposals were made by this Deptt. and referred to the F.D. for concurrence:-

(a) Service rendered on daily wages on muster roll should not count as work-charged service for the purpos of pension;

(b) The minimum period of 5 years(total service on the tempy. of work-charged estabt. required for apptt. to permanent posts should not be relaxed in any case by taking into account service rendered on daily wages on muster roll in order to make up the period of 5 years.

(c) If the subordinates proposed to be appointed to the pt.posts have not completed 5 years' service on the tempy5 or work-charged estabt., the posts should be continued on the tempy. or work-charged e estabt.m as the case may be, till the subordinates concerned complete 5 years' service. The posts should then be converted into permanent ones and the subordinates confirmed in them.

(d) The orders proposed in (a),(b) and (c) above should not be applied, as a spl.case, th the work-charged subdtes. in the El.Circle to be appointed

to.....

to the permanent posts. In their case, service on daily wages on muster roll should be treated as work-charged service.

(e) Various percentage cuts should be applied in the pay of thwe work-charged men in the El. Cricle on apptt. to the pt. posts as shown in col. 6 at p.29 ante, so that the cut previously made in their pay plus the present cut to be made in apptt. to the pt.posts does not exceed the prescribed 16 p.c.cut.

(f) The work-charged men to be made permanent in the El.Engg Cricle should be allowed to draw personal pay equal to the excess over the maxima of the sanctioned scales after applying the percentage cuts mentioned in (e) above.

(g) In lieu of rent-free qms.,Head Wiremen in the El.Cricle should be granted house rent allowance at 10% of their pay or the actual rent paid by them, whichever is less.

3. The above proposals hage been explained in this Deptt. notes atpp.19-24 and 33-34 ante. The F.D. does not agree to the proposals (c), (d) and (f); vide that Deptt. Under Secy(s note, dated the 4-8-44 approved by the Jt.Secy., F.D. Proposals (a),(b) and (c) are of a general nature and are noted upon below.

The remaining proposals relate to work-charged men to be made permanent in the El. Cricle. On the assumption that the F.D.'s advice is to be accepte, a draft letter to the El.Engr. to Govt., is rput up for approval.

4.....

4. The F.D. does not favour the proposal (c) above. This means that men with less than 5 years' service are to be appointed to the pt.posts with the approval of Govt. It is submitted that this approval is only formal, as no perticular data are available here to scrutinise the S.E.s' proposals. A number of pt.post have been separately refd. by the S.Es. to Govt. for being filled with men with less than 5 years' service and are awaiting a genl. decision on this case. In view of the safeguard side-lined in para. 1 above, it may as well be left to the S.Es. to fill the pt. posts with men having less than 5 years service. The tempy. and work-charged posts in question have been in existence for several years and are required on a pt. basis and hence they have been converted into pt.posts. The men proposed to be promoted to some of these permanent posts happen to have served for less than 5 years, their previous tempy. or work-charged incumbents having retired from service in recent years. It is therefore for consideration whether genl. orders proposed at p.27 ante, may be adhered to. In the latter case, para 5 of the draft letter to the El.Engr. to Govt. will be revised, as necy. before submitting the case to A(R)-.

/may be issued as follows or the draft order

"With reference to G.Rs. No.3260/36, dated the 19-11-43 and No.3486/36, dated the 19-11-43, Govt. is pleased to direct. that

(i) service rendered on daily wages on muster roll should not count as work-charged service for any purpose whatsoever of the G.Rs.

(ii) the orders that no subdte. with less than 5 years(total service should be appointed to the permanent posts without the specific approval of Govt. are hereby cancelled."

Id/-30-8-44

Id/- 5-9-44

Resubmitted.....

..ubmitted.

2. The draft letter and the Reso. at pp. post may now issue with the approval of A(R).

Id/-
7-9-44

Letter. 3486/36

No.3486/36-II P.W.Deptt.
B.C., 15th Sept.44

To

The El.Engr. to Govt.

Subject:- Conversion of work-charfed posts into pt.posts in the El.Cricle.

.....

Ref: Your letter No.G-51/92, dated the 8-4-44.

2. Your proposal to apply various percentage cuts in the pay of the work-charged men on apptt. to the pt. posts as shown in col.6 of the statement accompanying your letter is approved. In the case of the men serving in Bombay and the Salsette Island, their pay reduced as above should be split up into pay proper and compl. local allowance as admissible under the rules. The reduced pay (inclusive of the personal pay) should be limited to the maxima of the sanctioned scales.

3. Your presumption that the sanctioned pay-scales are mofussil scales and that the men serving in Bombay and the Salsette Island are eligible for the comp. local adlowance is correct. The allownce should be worked out as directed above.

4. In lieu if rent-free qrs. where they are not available for the Head Wiremen, a house rent allowance at 10% of their pay or the actual rent padi by them whichever is less, is sanctioned to them, The Ex.Engr., El.Bn. is authorised to grant the allowance to the men concerned.

5. Your proposal (vide your memo.No.G.51/5418, dated the 23-8-44) to promote work-charged men with less than 5 years' service to the pt.posts is approved. Service on daily wages on muster roll rendered by the men prior to their being brought on to the regular work-charged estabt. cannot be treated as work-charged service. The necy; genl. orders in this connection are being issued separately.

By.....

By order of the Govr. of Bombay,

Copy; with a copy of the letter referred to and of the statement accompanying it, forwarded to the F.D.and the A.G.,Bombay (thro'the F.D).

Id/-
30-8-44

Id/-
5-9-44

Estabt.

Conversion of tempy. into permanent:
Conversion of work-charged into permanent and tempy.

Govt. of Bombay.
P.W.D.
Reso.No.3486/36.
Bombay Castle,14th Sept.1944.

RESO. OF GOVT.

With reference to G.Rs. No.3260/36, dated the 19-11-43, and No.3486/36, dated the 19-11-43, Govt. is pleased to direct that -

(i) service rendered on daily wages on muster roll should not count as work-charged service for any purpose whatsoever of the G.Rs.

(ii) the orders that no subordinate with less than 5 years total serivce should be appointed to the permanent posts without the specific approval of Govt. are hereby cancelled.

By order of the Govr.of Bombay,

Id/-
7-9

Id/-
8-9-44

Id/-
11-9-44

To

The F.D.

The P.& S.D.

The R.D.

Establishment.

Conversion of temporary into permanent:
Conversion of work-charged into permanent and temporary.

GOVERNMENT OF BOMBAY.

Public Works Department.

Resolution No. 3486/36-

Bombay Castle, 14th Sept. 1944.

RESOLUTION OF GOVERNMENT.

With reference to Government Resolution No.3260/36, dated the 19th November 1943, and No.3486/36, dated the 19th November 1943, Government is pleased to direct that -

(i) serivice rendered on daily wages on muster roll should not count as work-charges serivice for any purpose whatsoever of the Government Resolution.

(ii) the orders that no subordinate with less than 5 years' total service should be appointed to the permanent posts without the specific approval of Government are hereby cancelled.

By order of the Governor of Bombay,

Sd/- J.R.Phillips,

for Deputy Secretary to Government.

To

The Finance Department.
The Poliaitical and Services Department.
The Revenue Department.
The Superinteinging Engineer of Cricles (except the Superintending Engineer, Project Cricle)
The Electrical Engineer to Government.
The Director, Development Department Chawls.
The Consulting Public Health Engineer to Govt.
All Executive Engineers of Divisions (except these in the Project Cricle).
The Accountant General, Bombay.

No. of 1944.

Copy forwarded for information and guidance to

Establishment.

Counting of service on daily wages on Muster Roll towards pension. Orders regarding

GOVERNMENT OF BOMBAY.

Public Works Department.

Resolution No.3486/36.

Bombay Castle, 22nd January 1946.

Read Government Resolution No.3486/36, dated the 14th September 1944.

Letter from the Electrical Engineer to Government No.G.51/4103, dated the 8th January 1945, as under:-

"Reference: Government Resolution, Public Works Departm No.3486/36, dated the 14th September 1944.

The workmen in the Electrixal Divsion have been employed on daily wages on muster rolls since the inception of the ERectrical Division, ~~xxxxx~~ and many of them have put in more than 15 years' continuous services on generally cost less than Rs.1,000 and no workman could, therefore, be employed solely on any single minor or maintenance work, as their wages could not be debited to any specific work, as required by paragraph 89 of the Public Works Department Manual VIolumeI, and consequently, they could not be broutht on the work-charged establishment. In plmaces where only one or two workmen were employed on a number of works, specific santion of Government was obtained for entertaining such workmen on the work-charged establishment. Vide Govt. Memorandum, Public Works Department,No.190/11/19232-E,dated the 29th July 1931. P.190-11/9056-E, dated 5th May 1934, and P-190-11/13204-E, dated 31st July 1936.

2. It is earnestly requested that Government will carefully consider the foregoing and allow the service on daily wages on muster rolls of workmen in the Ekectrical Division to count as work-charged service, so that many of the workmen who are now on the verge of retirement may derive the benefit of a pension as a reward for the faithful services rendered by them in the Department.

Read....

Read Government letter to the Electrical Engineer to Government No.3486/36-E(II), dated the 27th April 1945.

RESOLUTION:- In modification of the orders issued in Government Reolution No.3486/36, dated the 14th September 1944, Government is pleased to direct that the service rendered on daily wages on muster roll by the subordinates in the Electrical Cricle who have been made permanent pensionable posts in Government Resolution No.3486/36, dated the 19th November 1943 and the 9th October 1945 should be treated as work-charged service for the purpose of counting it towardes pension in accordance with the orders issued in the Government Resolutions mentioned holidays should be allowed to count towards pension by treating them as work-charged service.

owing to the conversion of some work charged posts into permanent

above. For the purpose of counting the actual duty period, sunday and

2. The service certificates, issued by the gazetted officers of the public works Department which would indicate the specific period of service rendered on muster roll should he accepted as bonafide records for the purpose of verifying the service in the case of these subordinates.

By order of the Governor of Bombay,

Sd/- G.N.Pandit 22/1/46

Deputy Secretary to Government.

G.R.No.3486/36. P.W.D., dated 22nd January 1946.

To

The Finance Department.
The Electrical Engineer to Government,
The Accountant General, Bombay, (through the Finance Department.)
The Executive Engineer, Electrical Division.

No. of 1946.

Copy forwarded for information and guidance to.

17/7/46